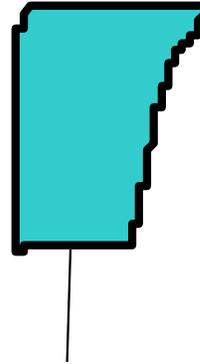
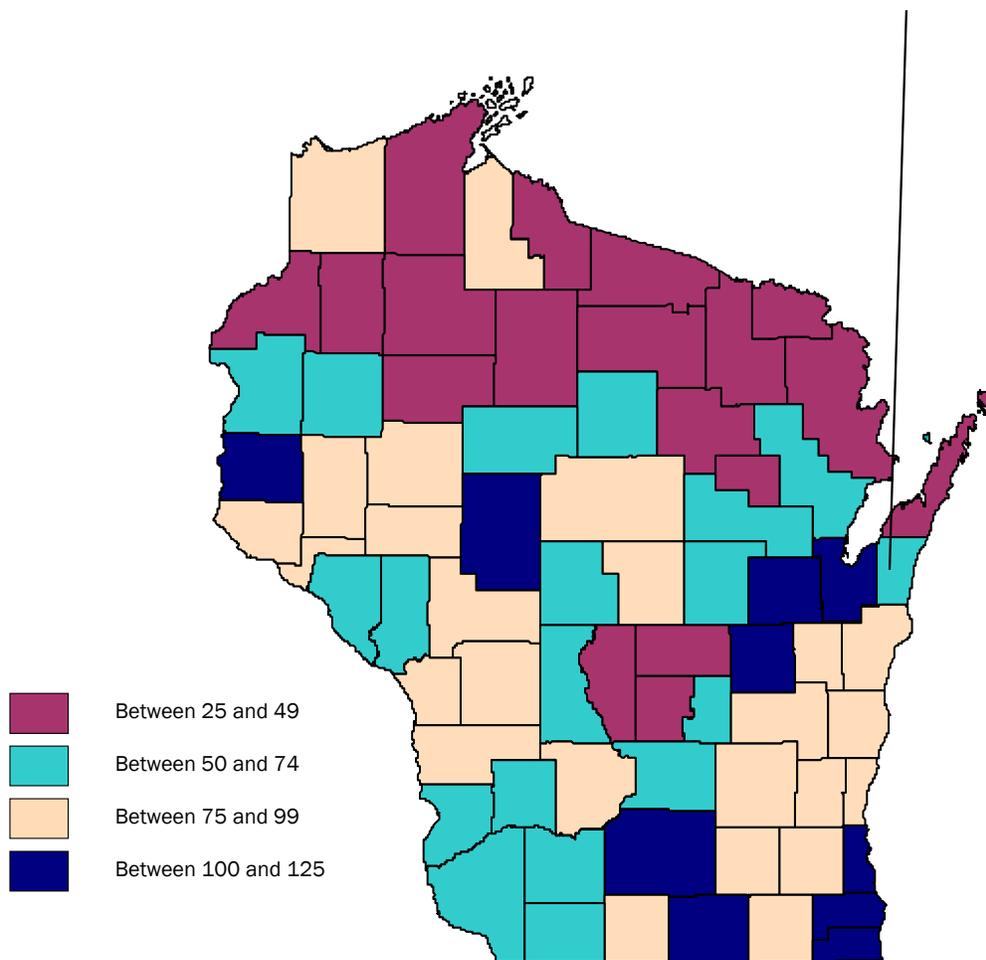


Kewaunee County Workforce Profile



The number of residents aged 25-29 years for every 100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



County Population

The rate of growth for Kewaunee County's population has picked up during the last two years. In 2002 the growth rate was lower than the state and nation. Currently the pace has picked up where the county's growth rate exceeds the state's growth rate, but still lags a bit behind the nation. Since the census, the county's popula-

tion has grown at 3.3 percent compared to 3.9 percent for the nation and 3.1 percent for the state. The overall increase in residents since the census was 673. A portion of the faster growth is related to its proximity to Brown County. The fastest growing municipality in the county was the Village of Luxemburg with a growth rate of 11 percent. Nearly one third of the total county's growth occurred in the Village of Luxemburg. While most of the ten largest municipalities in the county had a growth rate in excess of the state and nation, the City of Algoma was an exception. It had a 1.0 percent decline for a loss of 35 residents since the census.

Total Population

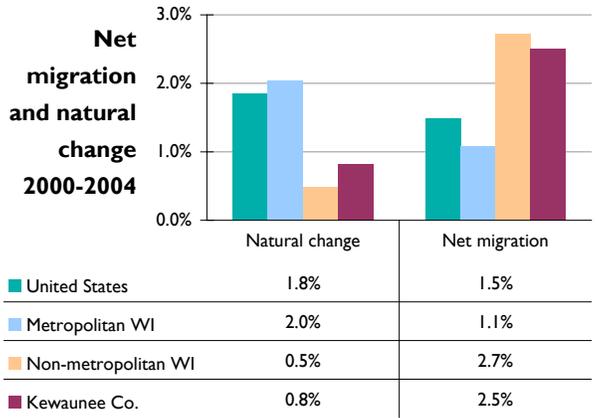
	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
United States	281,421,906	292,287,454	10,865,548	3.9%
Wisconsin	5,363,704	5,532,000	168,296	3.1%
Kewaunee County	20,187	20,860	673	3.3%
Largest Municipalities				
Algoma, City	3,357	3,322	-35	-1.0%
Kewaunee, City	2,806	2,892	86	3.1%
Luxemburg, Village	1,935	2,147	212	11.0%
Red River, Town	1,476	1,524	48	3.3%
Luxemburg, Town	1,402	1,465	63	4.5%
Montpelier, Town	1,371	1,412	41	3.0%
West Kewaunee, Town	1,287	1,327	40	3.1%
Casco, Town	1,153	1,207	54	4.7%
Franklin, Town	997	1,053	56	5.6%
Carlton, Town	1,000	1,032	32	3.2%

Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

tion has grown at 3.3 percent compared to 3.9 percent for the nation and 3.1 percent for the state. The overall increase in residents since the census was 673.

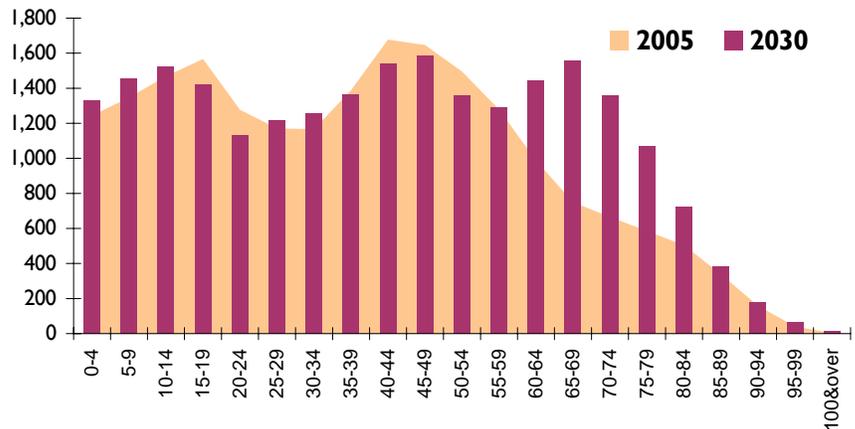
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Just over 75 percent of the county's



Source: WI Dept. of Admin., Demographic Services and U. S. Census Bureau

Population by Age Groups in Kewaunee County



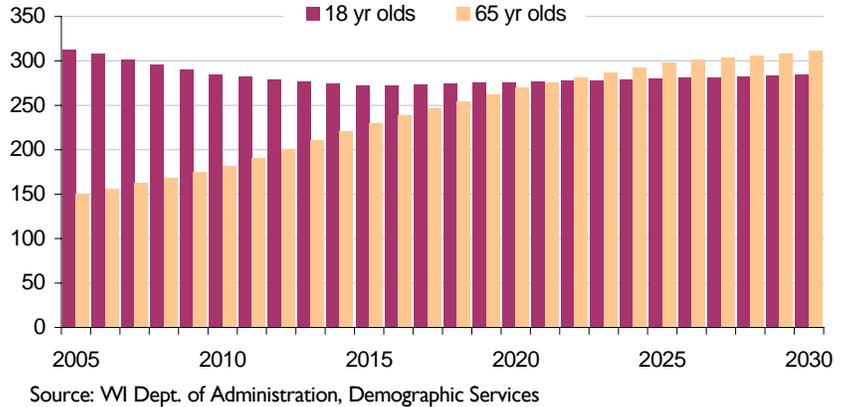
Source: WI Dept. of Administration, Demographic Services

Future Population and Labor Supply

The table on the bottom of page one shows the distribution of the county's population by age groups in 2005 and in 2030. Currently a large portion of the county's population is middle-aged with fewer residents over 65 years old. By 2030 this will change dramatically, when there will be a larger portion of the population that is older and a smaller middle- and younger-aged population. This coincides with the table at the right. You will note that in about fifteen years the number of residents reaching age 65 will begin to outnumber those who are 18 years old. This will have an impact on the area to provide a sufficient amount of workers to replace those that retire, much less accommodate and sustain future economic growth in the county.

Not all 18-year olds enter the labor market just as not all retirements occur at 65. The degree that the population participates in the labor force is called the labor force participation rate and it varies by location, age, sex, race, and ethnicity. Labor force participation is highest in the middle-aged groups. This was great when most of the population was middle-aged. Nationally, labor force participation is increasing faster among the

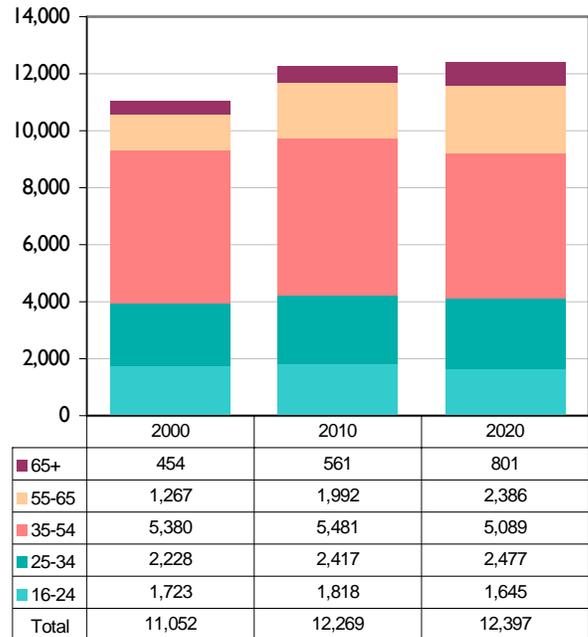
Convergence of 18 & 65 year old population in Kewaunee County



non-white populations while it is declining in white populations. Participation is also increasing in the older age groups.

Continued growth of the county's labor force and overall population will continue to be generated mostly though net migration. This may change over the years as a younger population moves to the area.

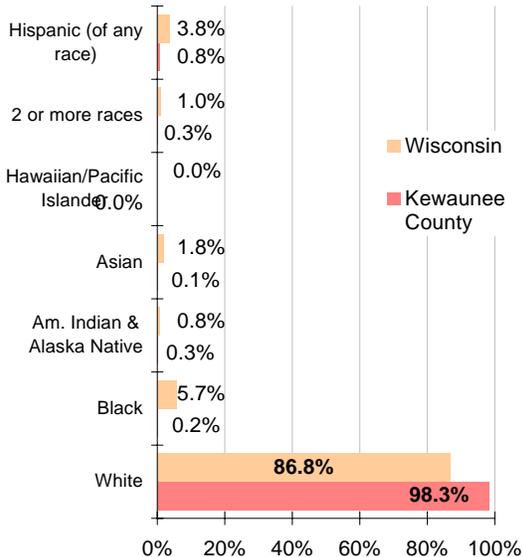
Kewaunee County Labor Force Projections by Age



Decade change	6.6%	11.0%	1.0%
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Source: DWD, Office of Economic Advisors, August 2004

Race and ethnic distribution



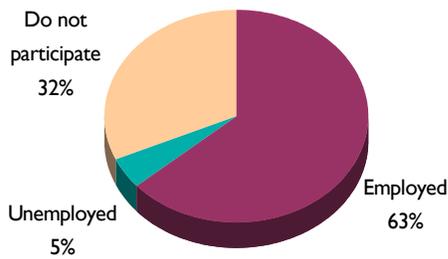
Source: U.S. Census 2000, SF-3, table P-6

Current Labor Force

Labor force participation represents the share of population that is 16 years and older that is either employed or unemployed. Participation rates in Wisconsin and the United States in 2003 were 72.9 and 66.3 percent, respectively.

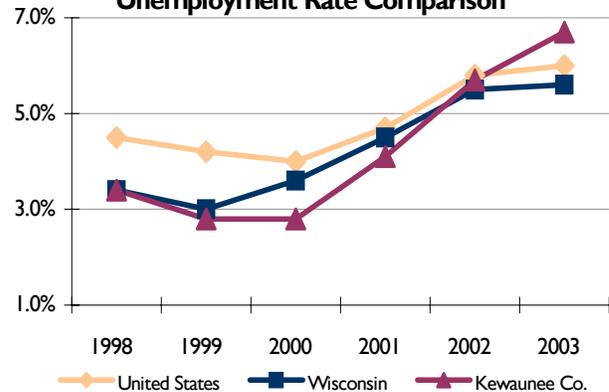
currently able to work. As the population ages, more retirees will be included in the category of choosing not to work and labor force participation rates will decline.

Labor force participation in Kewaunee County



Source: DWD, Office of Economic Advisors, July 2004

Unemployment Rate Comparison



Kewaunee County's participation rate is 68 percent. This was just above the national rate, but slightly below the state level. This leaves a "pool" of 32 percent of labor force aged residents to fill current labor needs in the county, but this also includes some students, individuals who choose not to work including retirees as well as those not

Kewaunee County Civilian Labor Force Data

	1998	1999	2000	2001	2002	2003
Labor Force	11,013	10,393	10,650	11,069	10,709	10,870
Employed	10,643	10,104	10,356	10,611	10,099	10,140
Unemployed	370	289	294	458	610	730
Unemployment Rate	3.4%	2.8%	2.8%	4.1%	5.7%	6.7%

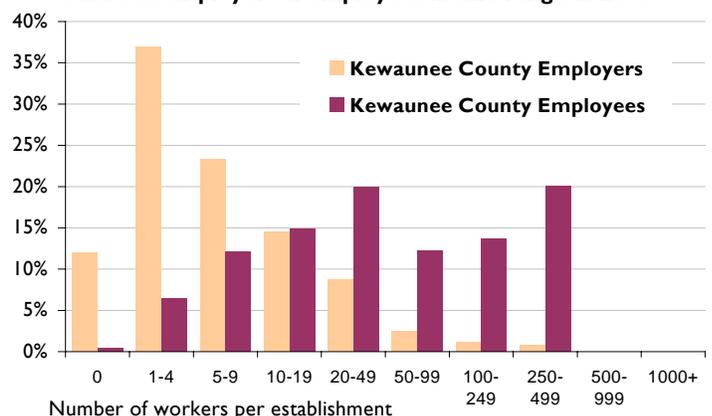
Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

Employers by Size

Nearly 80 percent of the county's employers have fewer than 20 workers. This group of employers provide just over 30 percent of the county's jobs. Less than five percent of the employers in the county have over 100 workers. This five percent provides over 30 percent of the county's jobs. Nearly 20 percent of the jobs in the county are with employers with 20 to 49 workers.

Although small employers do not provide a high percent of the jobs, these are often the businesses of the future, and may collectively have a faster growth rate than their large counterparts. A healthy community will have a good mix of both large and small firms.

Share of employers & employees in size range in 2003



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

Industry & employers by size

Although over one-half of the jobs in Kewaunee fall within these ten industries, the limited number of employers in each category prevents publication of the number of workers and employers in each due to confidentiality issues in collecting the data. However, the groups are listed in descending order according to the number of workers. The educational services industry which includes the public schools is the largest industry

group in the county.

The county does not have any employers with over 500 workers, however, it does have five that have between 250 and 499 workers. These fall in both public and private sector jobs. The ten largest employers in the county provide 42 percent of the county's jobs.

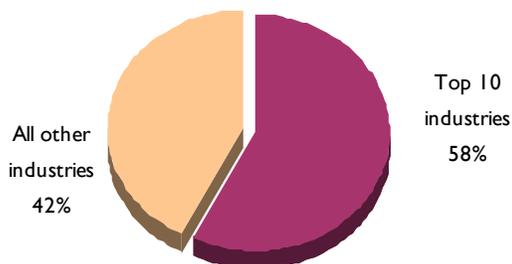
Top 10 Industries in Kewaunee County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Educational services	3	635	19	105
Hospitals	suppressed	suppressed	not avail.	not avail.
Printing & related support activities	suppressed	suppressed	not avail.	not avail.
Wood product manufacturing	suppressed	suppressed	not avail.	not avail.
Food services & drinking places	33	385	-4	11
Utilities	suppressed	suppressed	not avail.	not avail.
Machinery manufacturing	suppressed	suppressed	not avail.	not avail.
Crop production	suppressed	suppressed	not avail.	not avail.
Animal production	21	243	6	143
Food & beverage stores	11	236	4	-6

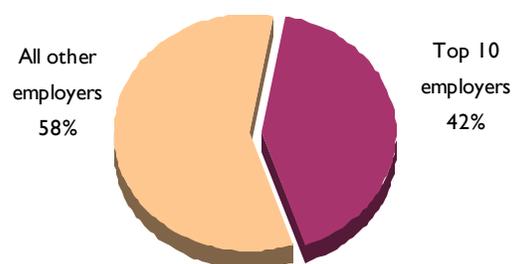
Top 10 Employers in Kewaunee County

Establishment	Product or Service	Size (Dec. 2003)
Wisconsin Label Corp.	Commercial screen printing	250-499 employees
Aurora Medical Center of Oshkosh In	General medical and surgical hospitals	250-499 employees
Algoma Hardwoods Inc.	Wood window and door manufacturing	250-499 employees
Nuclear Management Co. LLC	Fossil fuel electric power generation	250-499 employees
Luxemburg-Casco Public School	Elementary and secondary schools	250-499 employees
Kewaunee Fabrications LLC	Miscellaneous general purpose machinery mfg.	100-249 employees
Kewaunee School District	Elementary and secondary schools	100-249 employees
County of Kewaunee	Executive and legislative offices, combined	100-249 employees
The Vollrath Co. LLC	Kitchen utensil, pot, and pan manufacturing	100-249 employees
N E W Plastics Corp.	Plastics bottle manufacturing	100-249 employees

Share of jobs in top 10 industries in Kewaunee County



Share of Kewaunee County jobs with top 10 employers



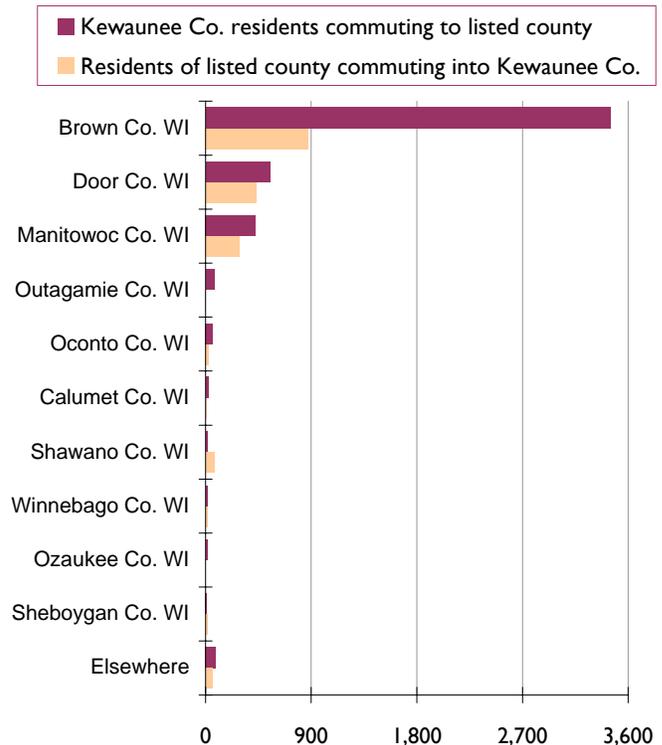
Source: DWD, Bureau of Workforce Information, Quarterly Census of Employment and Wages

Commuting

Kewaunee County is an exporter of workers. On a daily basis, over 6,500 workers enter and/or leave the county for work. The county has a net loss of just over 2,900 workers in this exchange.

Much of this is due to its proximity to Brown County. Because Brown County's economy is larger than many of its neighbors' economies it offers a wider variety of occupational choices, more employment opportunities, and in many cases, higher wages. Together, such conditions often encourage workers to live in one place and work in another.

In the exchange of workers with Brown County, Kewaunee loses about 3,448 while receiving 876 for a net loss of 2,572. This is the largest loss of workers with any of the surrounding counties. In most cases the loss is closer to 100 workers or less, with the exceptions of Door and Manitowoc Counties. Shawano and Sheboygan Counties are the only two listed where there is a positive exchange in workers.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

Key occupations & wages

The table to the right includes occupations that are common in the area. The list is not all inclusive and for information on additional occupations refer to the Office of Economic Advisor's website <http://dwd.wisconsin.gov/oea/>. Wage tables are generally guides to what is happening in the local labor market. They are the result of surveys sent to approximately one third of the employers in the state every year.

The surveys provided assistance to workers in knowing their worth on the market as well as employers that are looking to hire new workers and want to know what the "going rate" is. Note the table excludes the top and bottom 25 percent of wages, so there will be instances when the wages will be either above or below those listed on the table.

Occupation title	Hourly Wages			
	Mean	Percentile		
		25 th	50 th	75 th
Truck drivers, heavy & tractor-trailer	\$15.67	\$13.60	\$15.49	\$17.22
Cashiers	\$7.89	\$6.49	\$7.55	\$8.88
Waiters & waitresses	\$7.62	\$5.97	\$6.61	\$8.13
Retail salespersons	\$9.71	\$7.41	\$8.96	\$10.69
Maids & hskpg. cleaners	\$8.89	\$7.17	\$8.56	\$10.60
Office clerks, general	\$9.17	\$7.08	\$8.75	\$10.90
Nursing aides, orderlies, & attendants	\$9.81	\$8.60	\$9.79	\$11.02
Secretaries, except legal, medical, & executive	\$10.83	\$8.96	\$10.49	\$12.72
Comb. food prep. & serving workers (fast food)	\$7.51	\$6.18	\$7.26	\$8.69
Bookkeeping, accounting, & auditing clerks	\$11.73	\$9.34	\$11.19	\$13.73
Carpenters	\$13.48	\$10.44	\$12.98	\$16.04
Janitors & cleaners, except maids & hskpg. cleaners	\$9.79	\$7.35	\$9.09	\$11.90
Team assemblers	\$12.04	\$9.15	\$11.08	\$14.11
Laborers & freight, stock, & material movers, hand	\$9.60	\$8.35	\$9.66	\$10.75
Registered nurses	\$23.30	\$19.19	\$21.92	\$26.27
Bartenders	\$8.61	\$6.99	\$7.89	\$9.33
Sec. school teachers, except special & voc. ed.	-	-	-	-
General & operations managers	\$33.23	\$20.40	\$27.74	\$41.19
Elem. school teachers, except special ed.	-	-	-	-
Dishwashers	\$7.03	\$5.91	\$6.47	\$7.34

Kewaunee County is part of an area which includes Door, Florence, Forest, Green Lake, Kewaunee, Langlade, Marquette, Menominee, Oconto, Shawano and Waushara counties.

Source: DWD, Office of Economic Advisors, special tabulation using EDS and OES 2003

Employment and Wages

Like many other counties in the State of Wisconsin, Kewaunee County has continued to have a decline in the number of jobs in its manufacturing industry. Despite decreases in the number of workers in the industry, it remains a large influence on the community in terms of jobs and wages. It has the fourth highest average annual wage of the industry groups. Although the average annual pay per worker is slightly lower than in the trade, transportation and utilities industry, there is no other industry that contributes as much to total

payroll paid in the county, over fifty-eight million dollars in annual wages. This makes up thirty percent of all the wages paid in the county and provides over one-fourth of all the jobs in the county, even after losing more jobs than any other sector in 2003.

Another important industry in the region is the trade, transportation and utilities industry group. This industry has the highest annual wages in the county and is 125 percent of the state average for the group. It also

Average Annual Wage by Industry Division in 2003

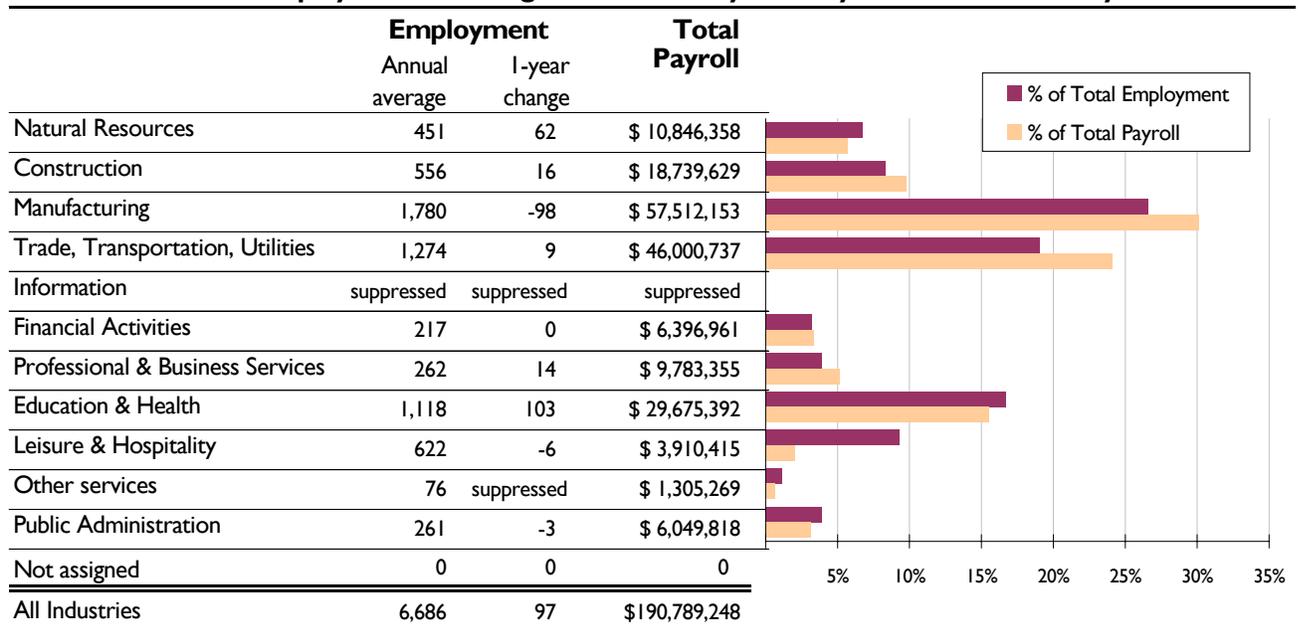
	Average Annual Wage		Percent of	1-year
	Wisconsin	Kewaunee County	Wisconsin	% change
All Industries	\$ 33,423	\$ 28,536	85.4%	2.7%
Natural resources	\$ 25,723	\$ 24,050	93.5%	0.3%
Construction	\$ 40,228	\$ 33,704	83.8%	0.5%
Manufacturing	\$ 42,013	\$ 32,310	76.9%	1.2%
Trade, Transportation, Utilities	\$ 28,896	\$ 36,107	125.0%	6.9%
Information	\$ 39,175	suppressed	Not avail	Not avail.
Financial activities	\$ 42,946	\$ 29,479	68.6%	4.9%
Professional & Business Services	\$ 38,076	\$ 37,341	98.1%	3.5%
Education & Health	\$ 35,045	\$ 26,543	75.7%	1.6%
Leisure & Hospitality	\$ 12,002	\$ 6,287	52.4%	-0.2%
Other services	\$ 19,710	\$ 17,175	87.1%	Not avail.
Public Administration	\$ 35,689	\$ 23,179	64.9%	4.3%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

provides over 23 percent of the county's total wages. This industry would include the nuclear power plants in the county.

Although the education and health industry did not have one of the highest annual wages in the county it still paid well and is very important in the number of jobs and in the amount of income that it provides to the area in the form of wages. It also had the highest number of new jobs during 2003.

2003 Employment and Wage Distribution by Industry in Kewaunee County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004

Per Capita Personal Income

Per capita personal income (PCPI) includes income from wages, self-employment, assets (dividends, interest, rent) and transfer payments (social security, insurance, welfare, pensions) divided by mid-year total population estimates.

Most of Kewaunee County's PCPI comes from net earnings, with smaller percentages coming from dividends, interests payments and transfer payments. The percent from net earnings, while lower than the state and na-

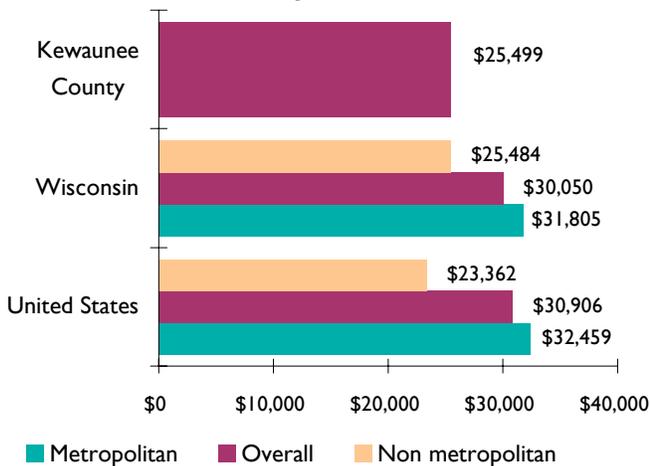
tional average is very close. This is also true for the other sources of PCPI.

PCPI in the county was \$25,484 and is comparable to Wisconsin's non-metropolitan counties. It was below the state and the national level. Growth in the county's PCPI has remained below the state and nation over the last five years. During the last year it increased by 0.1 percent, compared to 2.3 percent for the state and 1.2 percent for the nation.

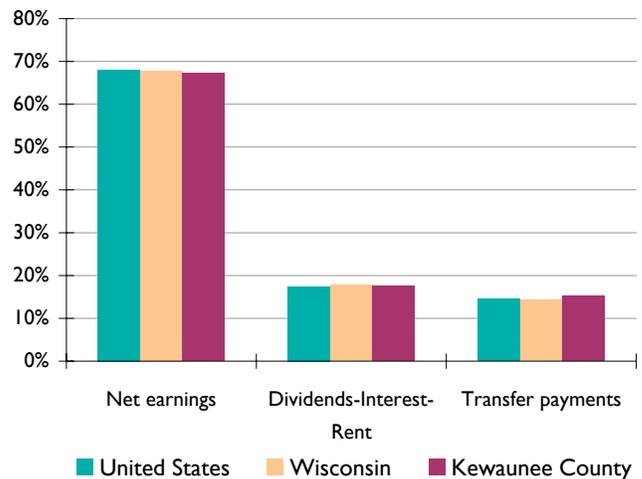
	Per Capita Personal Income						Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Kewaunee County	\$21,702	\$23,462	\$23,848	\$25,045	\$25,470	\$25,499	0.1%	17.5%
In current dollars (adjusted to U.S. CPI-U)								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Kewaunee County	\$24,326	\$25,894	\$25,752	\$26,165	\$25,873	\$25,499	-1.4%	4.8%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004

2002 Per Capita Personal Income



Components of Total Personal Income: 2002



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

Dick Seidemann
 3620 Wilgus Av.
 Sheboygan, WI 53081
 Phone: 920-459-3845
 email: Richard.Seidemann@dwd.state.wi.us

Metropolitan Statistical Area (MSA) - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

Non-metropolitan county - Any county that is not a member of a metropolitan statistical area.

Net Migration - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

Natural Change - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

Employed - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

Unemployed - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

Labor Force - The sum of the employed and unemployed, whom are at least 16 years of age and older.

Unemployment Rate - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

Labor Force Participation Rate (LFPR) - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

Suppressed - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

Total Personal Income - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

Per Capita Personal Income (PCPI) - Total personal income divided by the total population.

Current Dollars - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

CPI-U - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.